

Appendix B

Richard Kahlenberg

Workable Race Neutral Alternatives Available to UNC-Chapel Hill

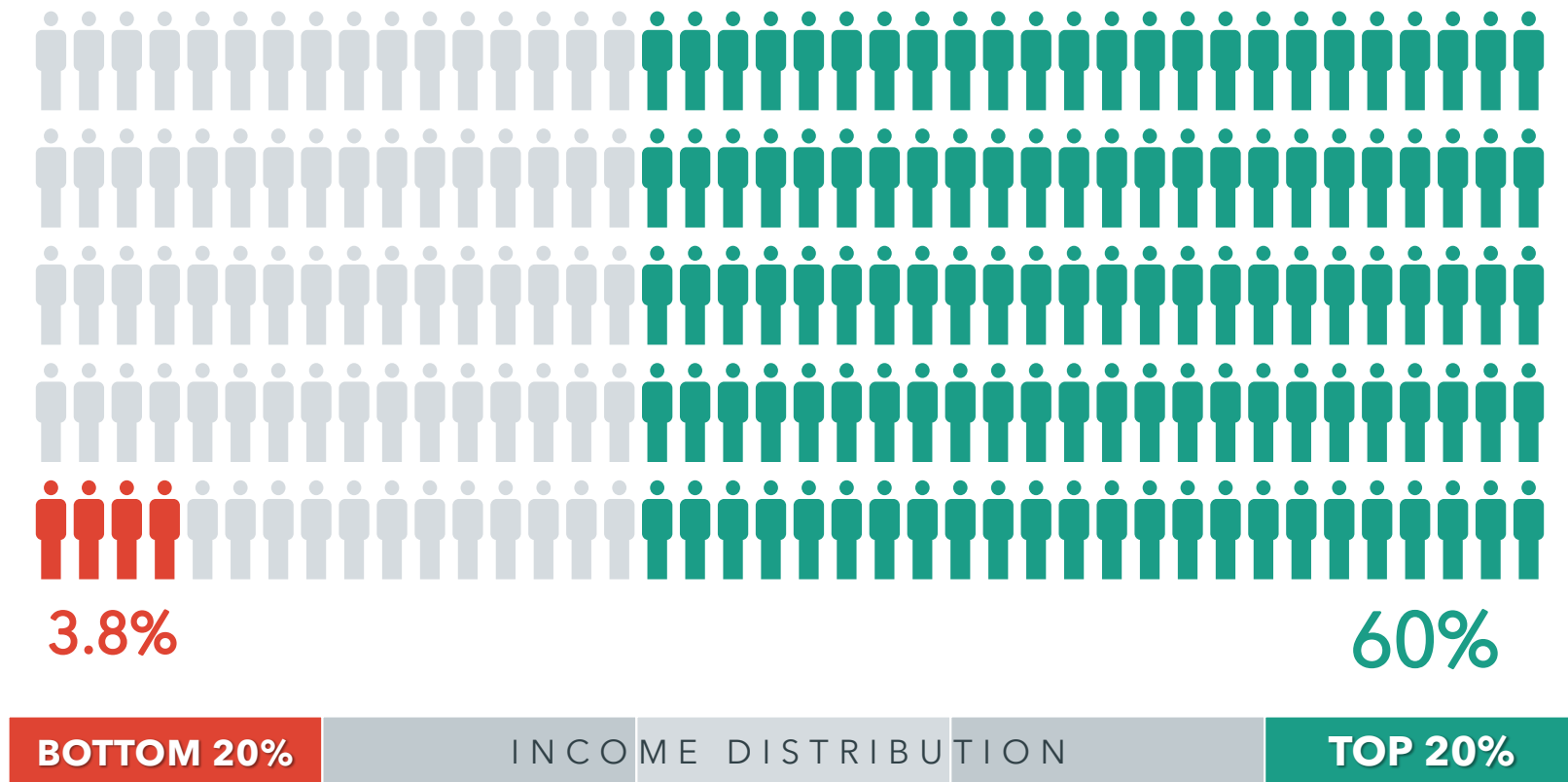
STUDENTS FOR FAIR ADMISSIONS, INC.

v.

UNIVERSITY OF NORTH CAROLINA, et al.

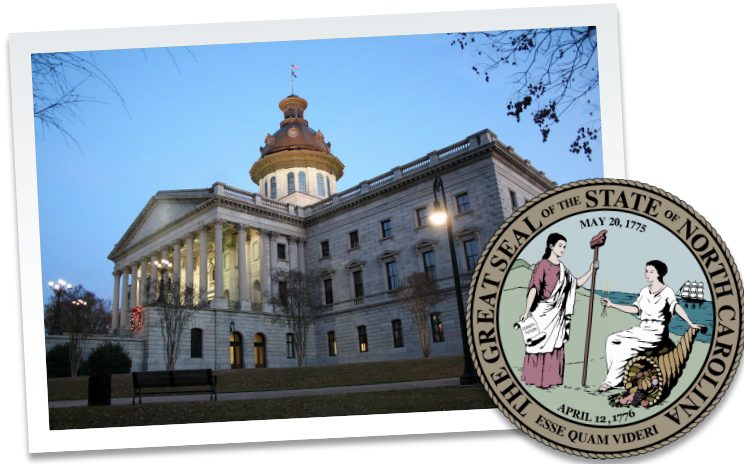
IN THE UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF NORTH CAROLINA
CASE NO. 1:14-CV-00954-LCB-JLW

Socioeconomic Diversity at UNC



Source: Kahlenberg Opening Report 26

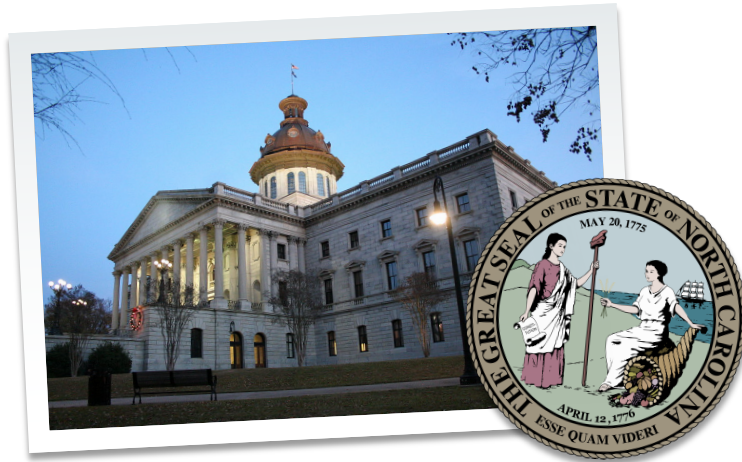
Socioeconomic Diversity at UNC



Median Household Income
of North Carolina Residents

\$53,764

Socioeconomic Diversity at UNC



Median Household Income
of North Carolina Residents

\$53,764



Median Family Income
of a U.N.C. Student

\$135,100

Socioeconomic Diversity at UNC

- UNC's data also show that the proportion of students who are first generation college students is just 17% for the first year students admitted for the fall of 2017, compared to 72% of North Carolina's adults who over the age of 25 lack a bachelor's degree.

Socioeconomic Diversity at UNC

- UNC has more legacy students than first generation, even though there are 451 times as many American adults without a college degree as adults in the world with a UNC degree.

UNC's Amicus Brief in *Fisher v. University of Texas-Austin* (2012)

- The analysis in UNC's amicus brief ignored the increase in racial diversity at expense of a limited academic decline.

Working Group on Race-Neutral Alternatives (Polk Committee)

- Department of Education's Office of Civil Rights (OCR) required UNC to complete new race-neutral analysis by September 30, 2013. But UNC did not do so until February 25, 2016—about two and half years later.
- UNC wrongly declared that an alternative would not be viable unless it would "maintain" or "increase" racial diversity—meaning it would produce a "greater or equal percentage" of URM—s—and "maintain or increase" academic quality as opposed to Supreme Court's guidance of working "about as well."
- UNC had no guidelines for what levels of diversity are required to achieve the educational benefits of diversity or critical mass.
- The report's literature review was limited, and UNC failed to update it after a former OCR official suggested that UNC add more to it.
- There was no baseline analysis of how important race is in admissions, even though UNC had done so for gender, early decision, and legacy status.
- **UNC failed to consider a broad range and combinations of RNAs. Remarkably, UNC did no analysis of socioeconomic preferences.**

Committee on Race-Neutral Strategies (Panter Committee)

- UNC formed a successor to the Working Group to examine race-neutral alternatives after SFFA filed this lawsuit.
- The Committee has done very little in the ensuing years, conducting only a preliminary analysis with no actual conclusions on the workability of race-neutral alternatives.
- As of December 4, 2018—nearly a year after expert reports were submitted in this case—the Subcommittee on Data Analytics had not reviewed my expert reports demonstrating the feasibility of race-neutral alternatives, and it had no specific plan for when it would do so.

About Simulation 3: Holistic SES Race-Neutral Admissions

- Uses data from UNC's own admissions process—meaning it includes all of UNC's ratings and other information like SAT scores that it actually uses today in its holistic process, including:
 1. The rigor of the academic program
 2. Student performance (GPA and whether improving)
 3. Extracurricular activities
 4. Essay; and
 5. Personal qualities

About Simulation 3: Holistic SES Race-Neutral Admissions

- Turned off the existing preferences for race, gender, early action, or being a legacy.
- Turned off the existing boosts that UNC gives for first generation college students and students who ask to waive their application fees.
- Turned athletic preferences back on.

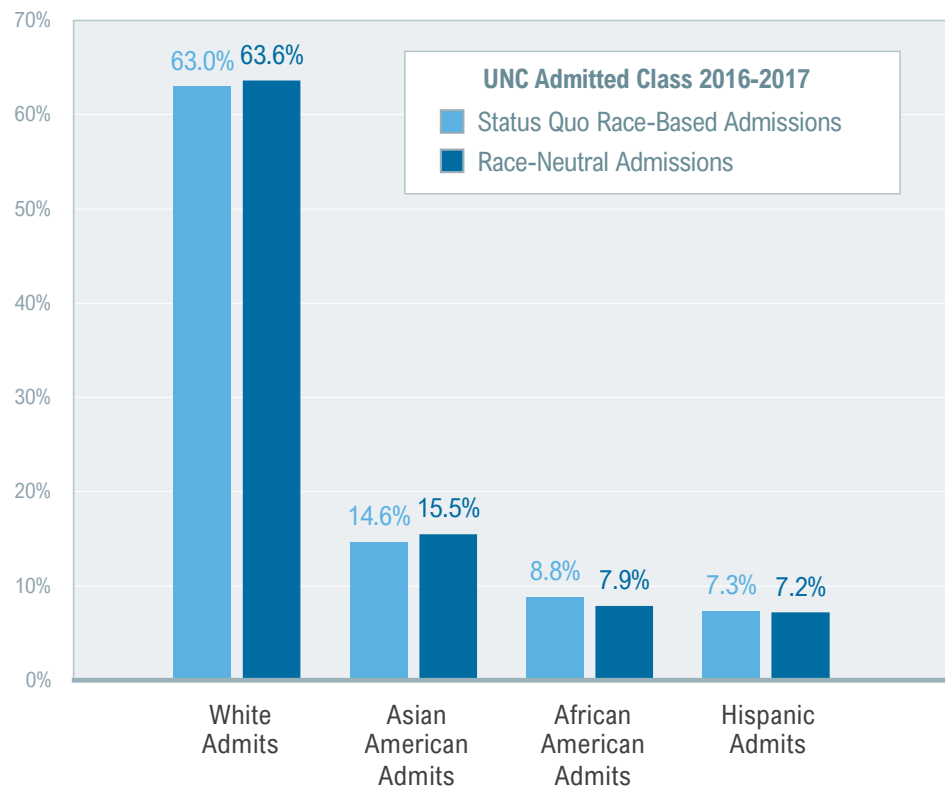
Simulation 3's Socioeconomic Preferences

1. Students who themselves come from disadvantaged families: (A) first generation college; (B) fee waiver; or (C) eligibility for free and reduced priced lunch at in-state public schools;
 2. Students who come from socioeconomically disadvantaged neighborhoods.
- ⇒ Each applicant who falls in one of these categories got a boost per category of equivalent to the legacy preference given for out of state students.

Simulation 3

Race-Neutral Admissions with Socioeconomic Preferences (In-State and Out-of-State High Schools)

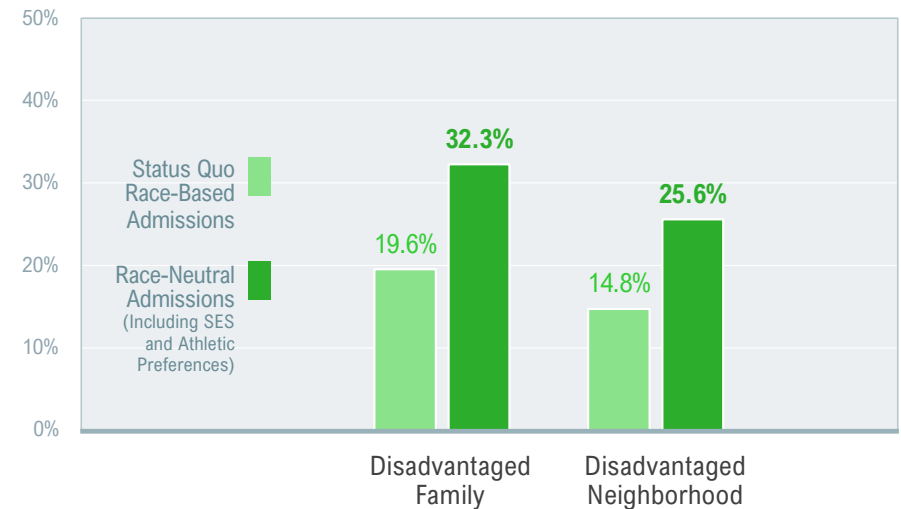
Racial/Ethnic Diversity



Academic Characteristics

	SAT Score	H.S. GPA
Status Quo	1335 (92/93%)	4.71
Simulation	1320 (91%)	4.69

Socioeconomic Diversity



Source: Kahlenberg Expert Report 70, Appendix Table C.2

Simulation 13's Refinements to Simulation 3's Socioeconomic Preferences

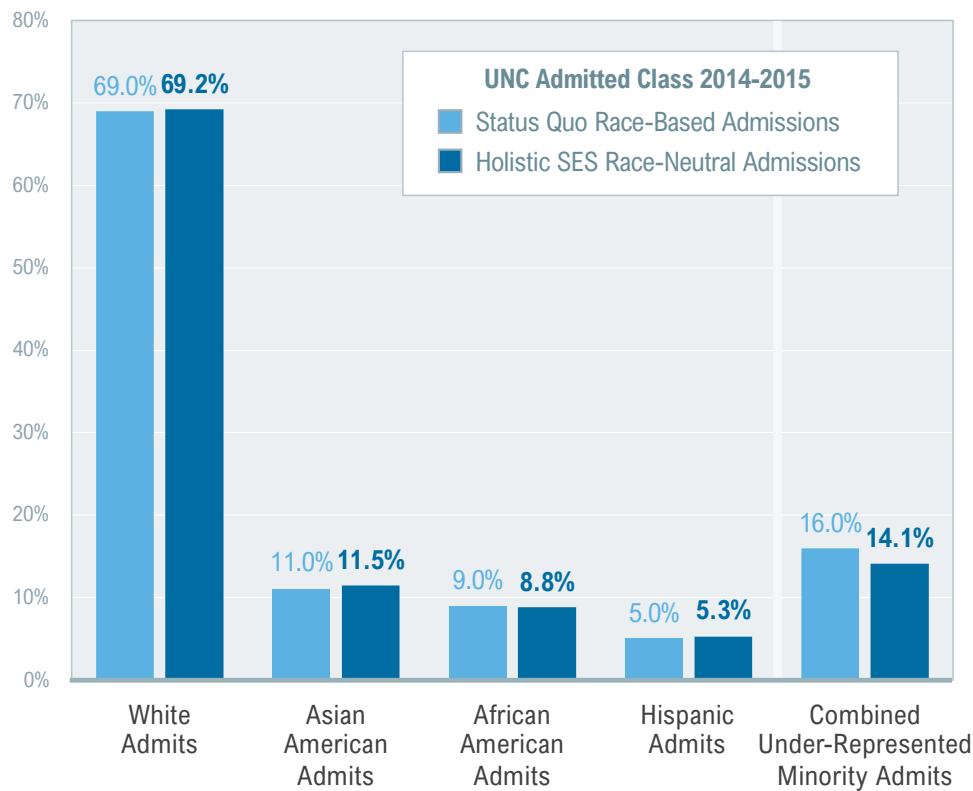
Simulation 13

1. Students who themselves come from disadvantaged families: (A) first generation college; (B) fee waiver; or (C) eligibility for free and reduced priced lunch at in-state public schools;
 2. Students who come from socioeconomically disadvantaged neighborhoods;
 3. Students who come from socioeconomically disadvantaged high schools
 - Highest (1/3) percentages of free and reduced lunch, **OR**
 - Highest (1/3) percentages of non-English speaking population, **OR**
 - Highest (1/3) percentages of single-parent families from Census block.
- ⇒ Each applicant who falls in one of these categories got a boost per category of equivalent to the legacy preference given for out of state students.
- ⇒ Turn off preference for children of faculty & staff in addition to prior removed preferences.
- ⇒ In-state applicants

Simulation 13

Holistic SES Race-Neutral Admissions (In-State Public & Private High Schools)

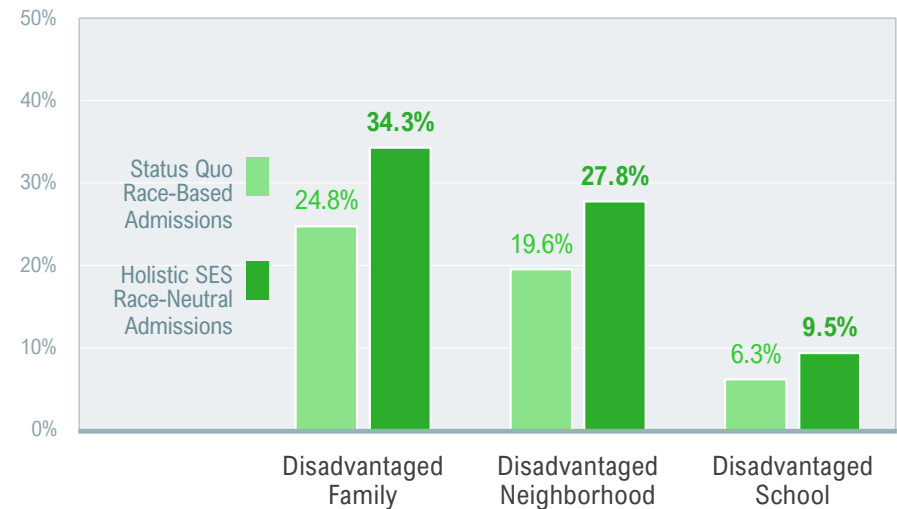
Racial/Ethnic Diversity



Academic Characteristics

	SAT Score (%)	H.S. GPA
Status Quo	1311 (90/91%)	4.67
Simulation	1294 (89/90%)	4.66

Socioeconomic Diversity



Source: Kahlenberg Reply Report Appendix Simulations 8, 13

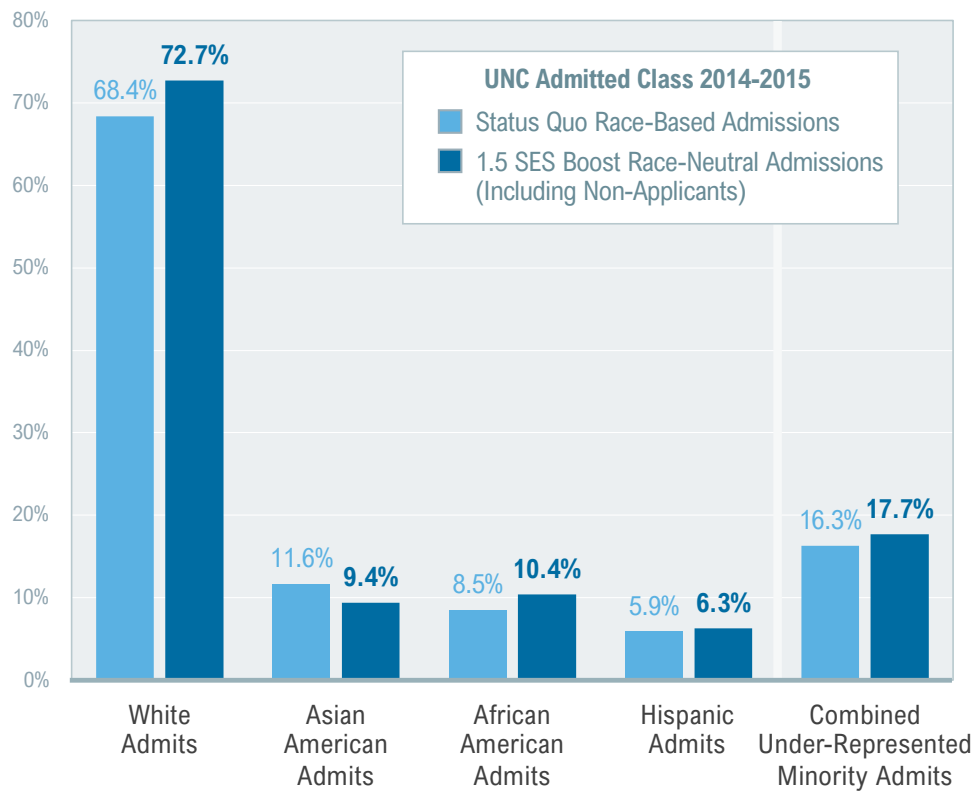
About Simulation 11: 1.5 SES Boost Race-Neutral Admissions

- Based on the same Arcidiacono model, but it makes some adjustments.
 1. It includes not only those students who applied to UNC but also other potential applicants, using the same high school data that Prof. Hoxby used.
 2. Does not include UNC holistic ratings, but can the other race-neutral criteria in the model that matter to UNC, like SATs, grades, etc.
 3. Provided a boost for each of these SES categories which is only about 1/3 as large as the out of state legacy boost.

Simulation 11

1.5 SES Boost Race-Neutral Admissions (Including Non-Applicants; In-State Public Schools)

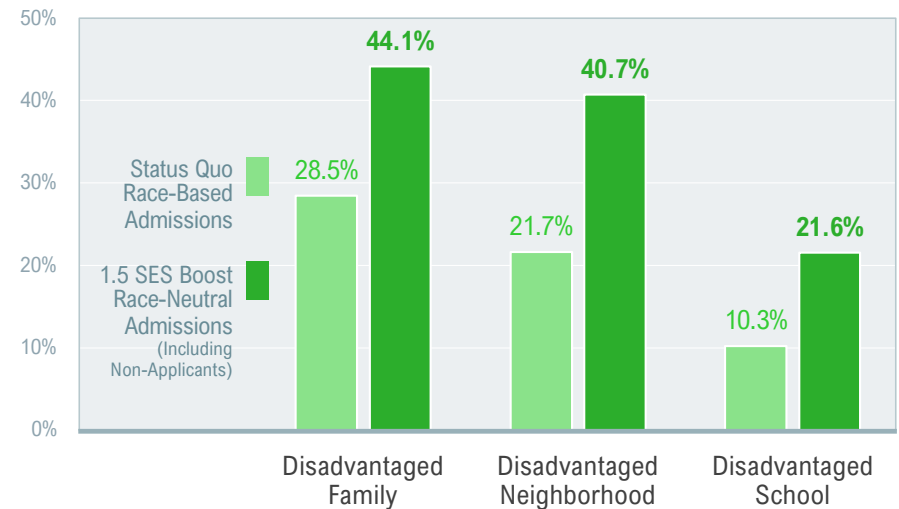
Racial/Ethnic Diversity



Academic Characteristics

	SAT Score (%)	H.S. GPA
Status Quo	1305 (90%)	4.73
Simulation	1279 (87/88%)	4.82

Socioeconomic Diversity



Source: Kahlenberg Reply Report Appendix Simulation 11

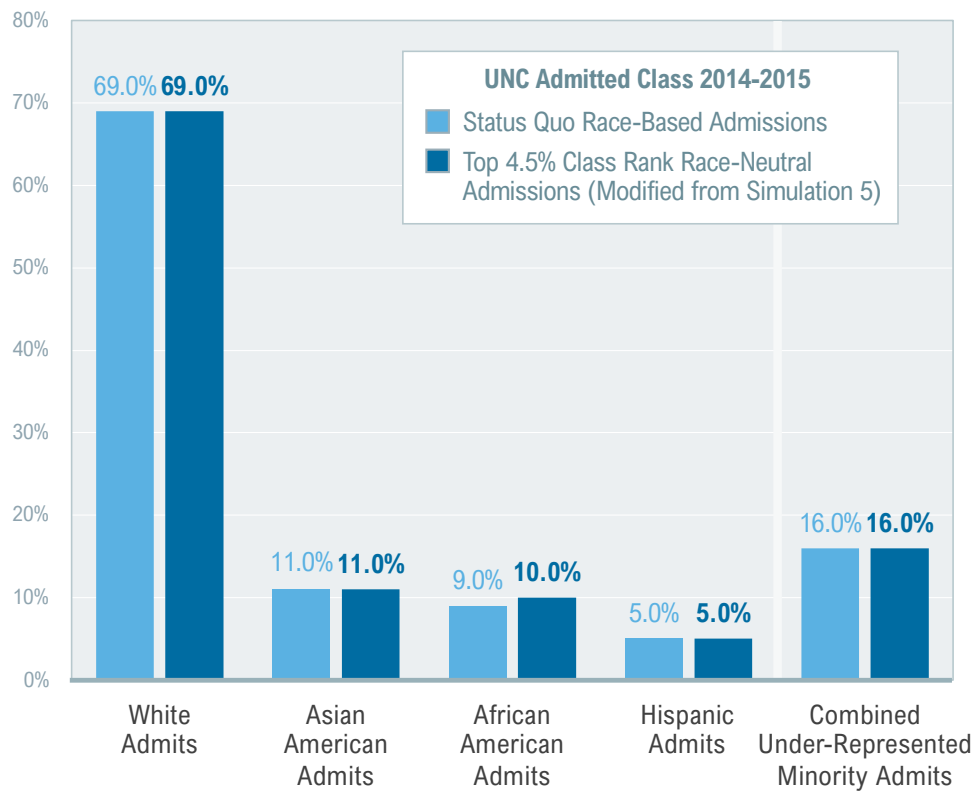
About Simulation 8: Top 4.5% Holistic Race-Neutral Admissions

- Based on top percentage plan.
- Uses UNC's current applicant pool (includes ratings) but turns off the same preferences as before (*race, legacy, early decision, first generation status, fee waiver, and female applicants.*).
- Missing seats because not all the top students from every high school applied.
 - Filled the remaining seats with the top remaining students.
 - Similar to UT's plan.

Simulation 8

Top 4.5% Holistic Race-Neutral Admissions (In-State Public/Private Schools)

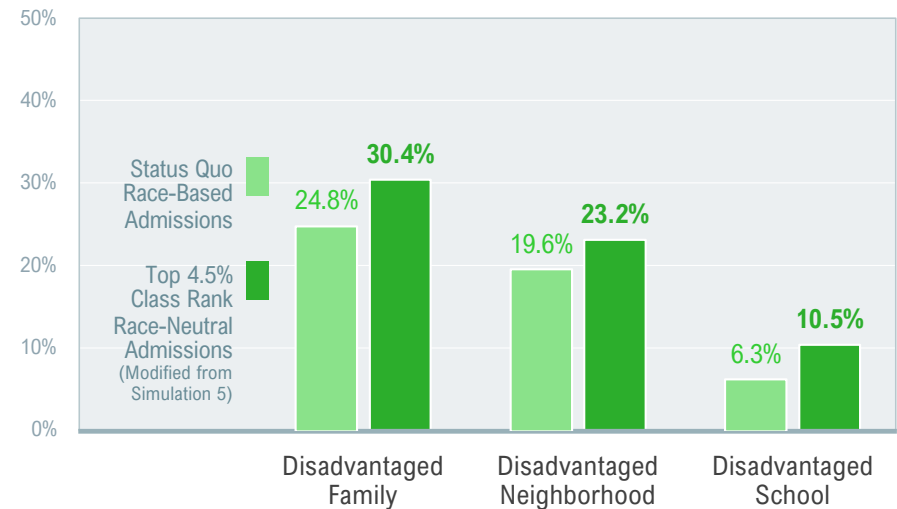
Racial/Ethnic Diversity



Academic Characteristics

	SAT Score (%)	H.S. GPA
Status Quo	1311 (90/91%)	4.67
Simulation	1280 (88%)	4.61

Socioeconomic Diversity



Source: Kahlenberg Reply Report 60

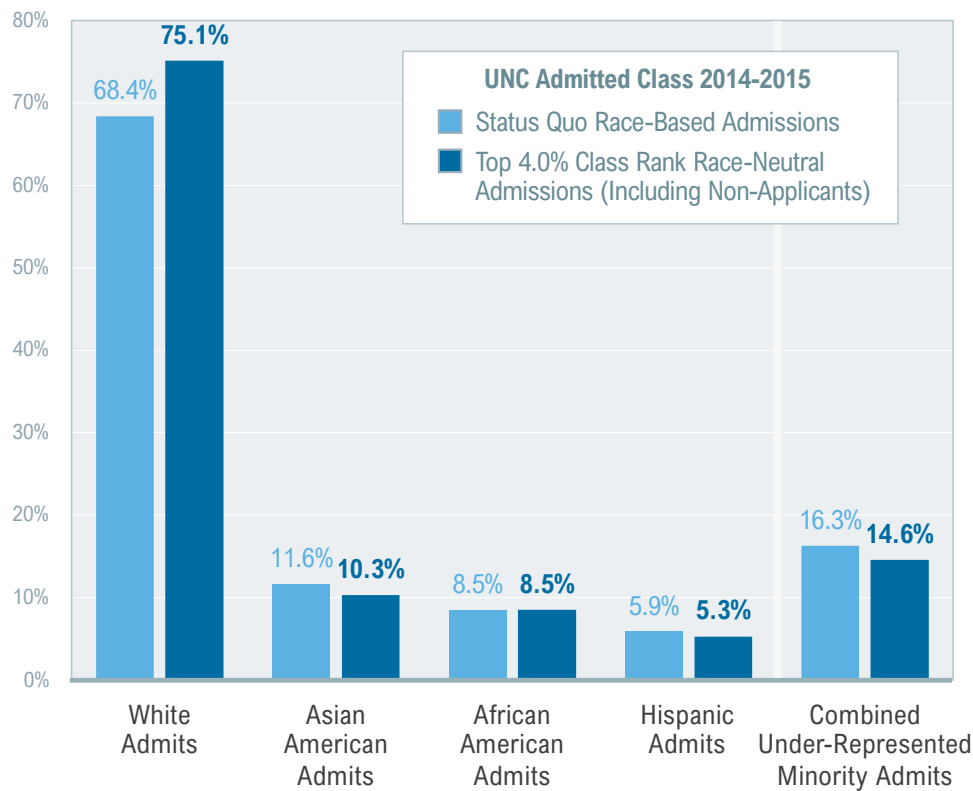
About Simulation 9: Top 4.0% Class Rank Race-Neutral Admissions

- Similar to Simulation 8, but includes non-applicants.
- Because we don't have UNC's ratings for all of the students in this larger data set, we awarded admission to the top 4% by high school. We filled about 75% of the class this way, similar to UT's plan.
- We filled the remaining 25% with other top performing students.

Simulation 9

Top 4.0% Class Rank Race-Neutral Admissions (Including Non-Applicants; In-State Public Schools)

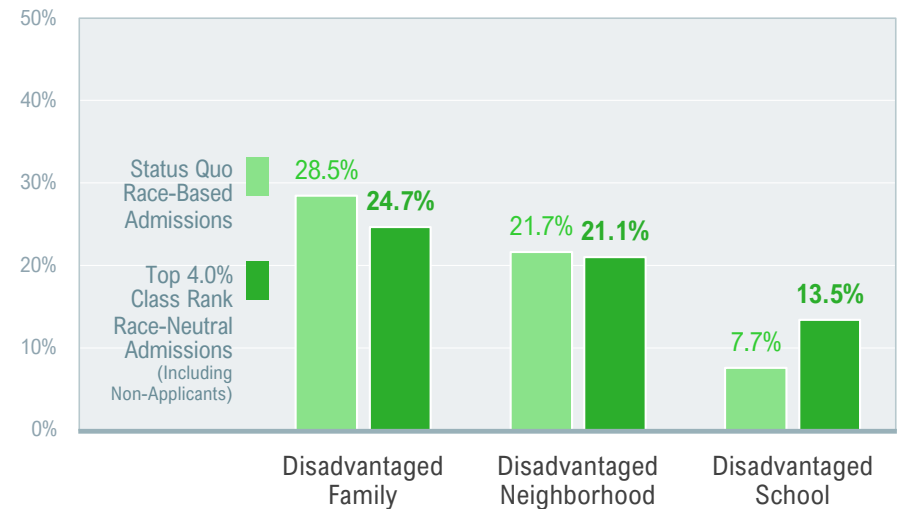
Racial/Ethnic Diversity



Academic Characteristics

	SAT Score (%)	H.S. GPA
Status Quo	1305 (90%)	4.73
Simulation	1292 (89/90%)	4.88

Socioeconomic Diversity



Source: Kahlenberg Reply Report 63

Hoxby 750/20 Simulation Adjustments

- Hoxby ran a variety of SES preferences and admitted a particular number of disadvantaged students before completing the class with non-disadvantaged applicants who UNC actually admitted
 1. One model set aside 750 seats for disadvantaged admits;
 2. Disadvantaged was the lowest 20% of the criteria using a formula that includes family, neighborhood, and school SES.

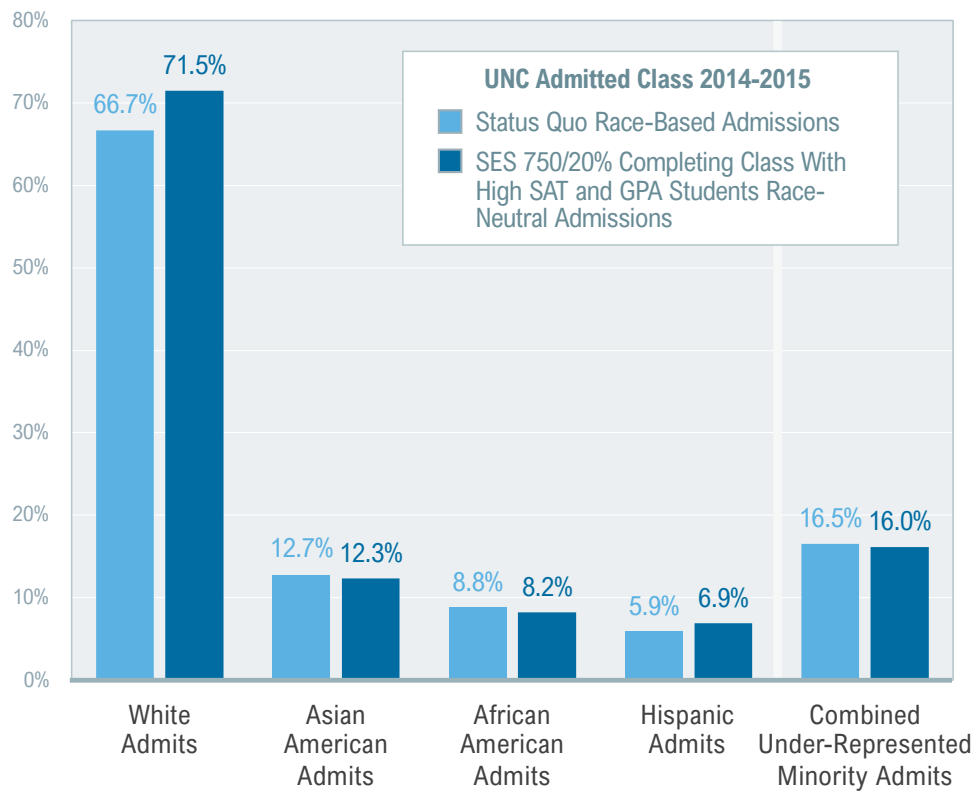
Adjustments made:

- ⇒ Because Hoxby used *actual* UNC admits to complete the class, her system was not race-neutral.
- ⇒ As a result, we completed the class by using the most academically qualified students remaining, using GPA and SAT (equally weighted) for in-state public high school students in NCERDC.

Modified Hoxby Simulation

SES 750/20% Completing Class With High SAT and GPA Students (In-State Public Schools)

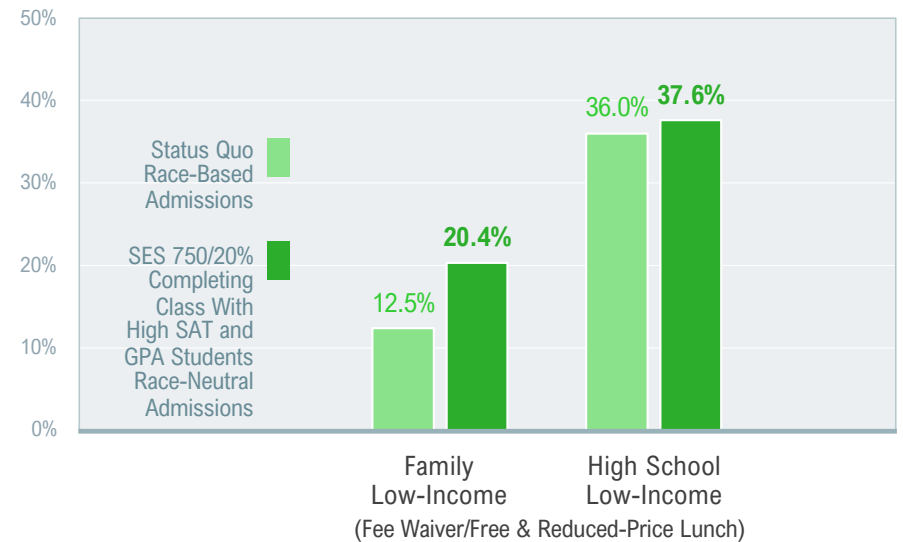
Racial/Ethnic Diversity



Academic Characteristics

	SAT Score (%)	H.S. GPA
Status Quo	1330 (92%)	4.75
Simulation	1303 (90%)	4.63

Socioeconomic Diversity



Source: Kahlenberg Rebuttal Report 43-45

Other Race-Neutral Strategies Available That Are Not Factored Into Simulations

1.

Use of
Wealth Data

2.

Better Recruitment
of Applicants

(for Simulations
3, 13, and 8)

3.

More Community
College Transfers

